



ELEANOR ROOSEVELT'S CONTRIBUTIONS:

WOMEN'S WORKING RIGHTS

By Kelly, Rebecca, and Caroline

E.R. BACKGROUND INFORMATION

- <https://www.youtube.com/watch?v=kCmMuV-euJg>



a
woman

..... IS LIKE

 a tea bag; 

YOU NEVER KNOW

HOW STRONG SHE IS

until you put her

in **hot water.**

- Eleanor Roosevelt



WOMEN'S RIGHTS IN HUMAN RIGHTS

Eleanor Roosevelt's Declaration of Human Rights.



#23 Worker's Rights

Article 23 in the Universal Declaration of Human Rights states that:

“a. Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment.”

#23 Worker's Rights

- “b. Everyone, without any discrimination, has the right to equal pay for equal work.”

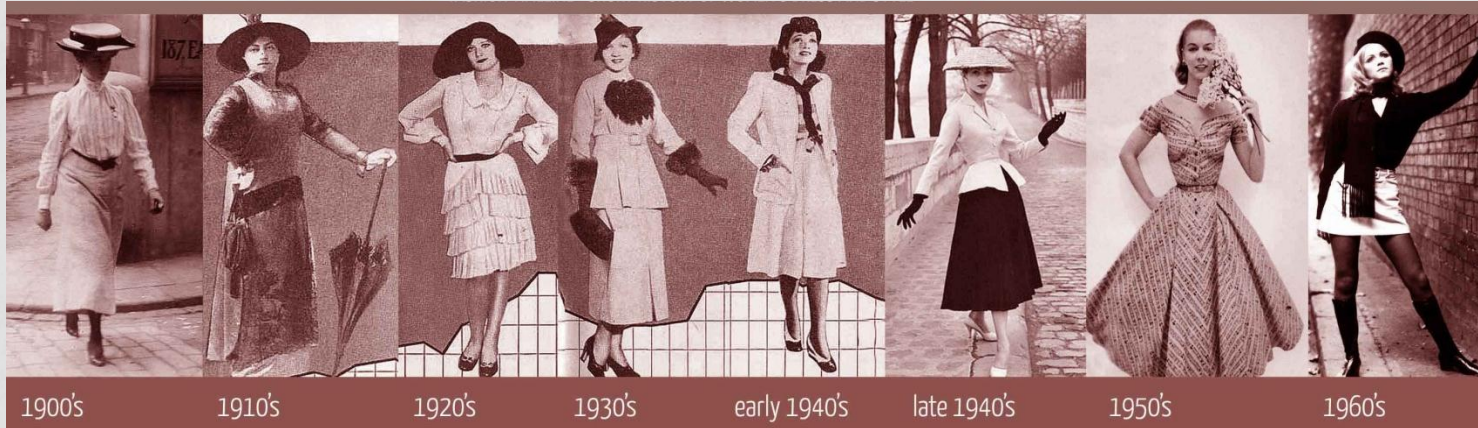


#23 Worker's Rights

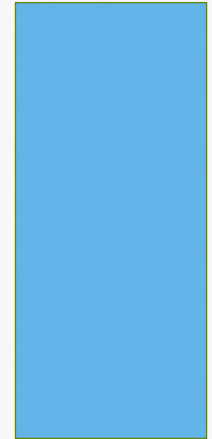
- “c. Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.”

#23 Worker's Rights

- “d. Everyone has the right to form and to join trade unions for the protection of his interests.”



WOMEN'S RIGHTS TIMELINE



- **1895: *Ritchie v. IL*** (Illinois strikes down state hours law for women as violation of 14th Amendment "freedom of contract")
- **1900:** Women constitute 1/4 of paid labor force (teachers, factory workers, retail trades, agricultural work, clerical work, domestic service)
- **1920: 19th Amendment** (woman suffrage)
- **1920:** Women's Bureau established as permanent branch within Department of Labor

1935: Social Security Act passes, includes AFDC (needs based directed to women and children = welfare); "unemployment insurance" (largely defined women and all African American out of the "labor supply") "Old Age Insurance" (exempted almost 1/2 working population; most women excluded; most African American excluded)

1937: *Breedlove v. Suttles* (GA law imposing lower poll tax for women than for men "in view of the burdens necessarily borne by them [women] for the preservation of the race.")

1939: 1st Amendments to Social Security Act providing for payments for dependent wives and age widows; intended to shore up legitimacy of act; enhanced benefits of those already covered - mostly white males; did not extend benefits to surviving children of covered women or to aged husbands; aged widowers, or widowed fathers of small children; domestic workers and agricultural workers still not covered.

1948: *Goesaert v. Cleary* upholds the MI law prohibiting women from working as bartenders (unless wife or daughter of male bar owner) against 14th Amendment equal protection challenge on grounds of state interest in protecting morals; so reasonable that "to state the question is in effect to answer it."

- **1960s:** More wage earning women; # of female headed households increases
- **1960:** President Kennedy starts the Commission on the Status of Women
- **1964:** Civil Rights Act (bars discrimination in employment on the basis of "sex")
- **1972:** Social Security amended to provide that widows receive 100% of husband's benefits



Eleanor Roosevelt Fun Facts

PRESIDENTAL COMMISSION ON THE STATUS OF WOMEN



ELEANOR ROOSEVELT HELPING WOMEN GAIN THEIR RIGHTS



National Women's
Trade Union League



International Congress of Working Women



International
Ladies
Garment
Union

THE EQUAL RIGHTS AMENDMENT

- Written in 1923 by Alice Paul
- States that every U.S. citizen deserves equal rights and protection under the laws no matter your gender
- Many labor unions did not approve- they believed women needed protective legislation in addition to these rights



ELEANOR ROOSEVELT IN THE UNITED NATIONS



WOMEN'S JOBS IN THE 1950S









WOMEN'S RIGHTS AT WORK TODAY



MARKETING



OPERATIONS



MARKETING



ENTREPRENEURSHIP



MARKETING



FINANCE



WAGE GAP IN THE U.S.

- Women vs. Men working the same job as a doctor.

| Women | Men |
|----------------------|----------------------|
| \$71,292 a year | \$90,168 a year |
| \$3,208,140 a career | \$4,057,560 a career |



WOMEN MAKING UP A VITAL PART OF THE COMMUNITY



WOMEN'S FACTORY LABOR

- Women comprise 70-90% of factory labor around the world.





Eleanor Roosevelt

Where, after all, do universal human rights begin? In small places, close to home - so close and so small that they cannot be seen on any maps of the world. Yet they are the world of the individual person; the neighborhood he lives in; the school or college he attends; the factory, farm, or office where he works. Such are the places where every man, woman, and child seeks equal justice, equal opportunity, equal dignity without discrimination. Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world.

LIMITED OPPORTUNITIES FOR WOMEN IN THE WORKPLACE



WAGE GAP AFFECTING FAMILIES



"Three-fourths of a penny for your thoughts..."

Demonstration

WOMEN TODAY: THE POSITIVES



WOMEN'S EQUALITY FOR THE FUTURE



*“The American Dream can no more remain static than can the American nation.... We cannot any longer take an old approach to world problems. They aren't the same problems. It isn't the same world. We must not adopt the methods of our ancestors; instead, we must emulate that pioneer quality in our ancestors that made them attempt new methods for a New World.”
-Eleanor Roosevelt



HOW YOU CAN HELP

There are many ways that you personally can help women gain their rights.





ELEANOR ROOSEVELT

WOMEN'S RIGHTS IN THE WORKPLACE

- “We cannot change the fact that women are different from men. It's true that some women can do more than men, and some can do men's jobs better than men can do them. But the fact that they are different cannot be changed, and it is fortunate for us that this is the case. The best results are always obtained when men and women work together, with the recognition that their abilities and contributions may differ but that, in every field, they supplement each other.”- Eleanor Roosevelt



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